



PATENT APPLICATION

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re the application of: Attorney Docket No.: 2951.03US02

Katrina Dewar Confirmation No.: 3786

Application No.: 09/878,245 Examiner: Traci L. Smith

Filed: June 12, 2001 Group Art Unit: 2161

For: COMPUTER-IMPLEMENTED SYSTEM FOR HUMAN RESOURCES
MANAGEMENT

FIFTH SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

Mail Stop Amendment
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Sir:

Pursuant to 37 C.F.R. § 1.56, and in addition to information disclosed in Applicant's Information Disclosure Statements filed April 10, 2003, June 11, 2003, June 12, 2003, January 26, 2004, and February 4, 2004, the attention of the Patent and Trademark Office is hereby directed to the references listed on the attached Form PTO-1449. It is respectfully requested that the information be expressly considered during the prosecution of this application, and that the references be made of record therein and appear among the "References Cited" on any patent to issue therefrom.

This information is being filed before the mailing date of a first Office Action on the merits. No certification or fee is required.

Respectfully submitted,



Brad Pedersen
Registration No. 32,432

Customer No. 24113
Patterson, Thuente, Skaar & Christensen, P.A.
4800 IDS Center
80 South 8th Street
Minneapolis, Minnesota 55402-2100
Telephone: (612) 349-5774

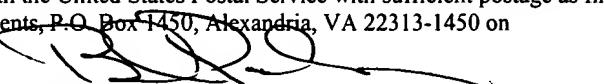
Please grant any extension of time necessary for entry; charge any fee due to Deposit Account No. 16-0631.

CERTIFICATE OF MAILING

I hereby certify that this document is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 on

September 1, 2004

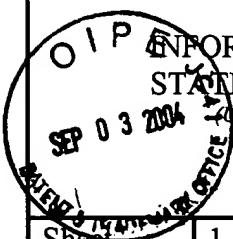
Date of Deposit



Brad Pedersen

Substitute for form 1449/PTO

Complete if Known

INFORMATION DISCLOSURE
STATEMENT BY APPLICANT

(use as many sheets as necessary)

Sheet

1

of

2

Application Number 09/878,245

Filing Date June 12, 2001

First Named Inventor Dewar

Art Unit 3623

Examiner Name Smith, T.L.

Attorney Docket Number 2951.03US02

U.S. PATENT DOCUMENTS

EXAMINER INITIAL	Cite No. ¹	Document Number	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document
		Number-Kind Code ² (if known)		
		US-5,117,353	05-1992	Stipnovich
		US-5,164,897	11-1992	Clark
		US-5,565,316	10-1996	Kershaw
		US-5,618,182	04-1997	Thomas
		US-5,788,504	08-1998	Rice
		US-5,832,497	11-1998	Taylor
		US-5,885,087	03-1999	Thomas
		US-5,978,768	11-1999	McGovern
		US-6,046,556	05-2000	Braun
		US-6,086,382	07-2000	Thomas
		US-6,126,448	04-2001	Ho
		US-6,213,780	04-2001	Ho
		US-6,259,890	07-2001	Driscoll
		US-6,289,340	09-2001	Puram
		US-6,370,510	04-2002	McGovern
		US-6,484,010	11-2002	Sheehan
		US-6,567,784	05-2003	Bukow
		US-		
		US-		

FOREIGN PATENT DOCUMENTS

EXAMINER INITIAL	Cite No. ¹	Foreign Patent Document	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	T ⁶
		Country Code ³ Number ⁴ Kind Code ⁵ (if known)			

RECEIVED

SEP 7 ~ 2004

GROUP 3600

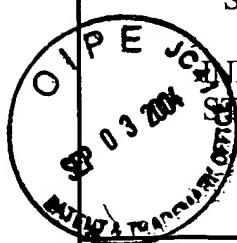
EXAMINER SIGNATURE

DATE
CONSIDERED

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

¹Applicant's unique citation designation number (optional). ²See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. ³Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). ⁴For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. ⁵Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. ⁶Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.



Substitute for form 1449/PTO

INFORMATION DISCLOSURE
STATEMENT BY APPLICANT
(Use as many sheets as necessary)

Sheet 2 of 2 Attorney Docket Number 2951.03US02

Complete if Known

Application Number	09/878,245
Filing Date	June 12, 2001
First Named Inventor	Dewar
Art Unit	3623
Examiner Name	Smith, T.L.

NON PATENT LITERATURE DOCUMENTS

EXAMINER INITIAL	CITE NO. ¹	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	T ²
		<i>Personnel Selection Using Fuzzy MCDM Algorithm</i> , G. Liang, M.J. Wang, European Journal of Operational Research, Elsevier Science B.V., pp. 22-33; Copyright 1994.	
		<i>An Expert System for Selecting Manufacturing Workers for Training</i> , C.A. Ntuen, J.A. Chestnut, Expert System with applications, Vol. 9, No. 3, pp. 309-332; Copyright 1995.	
		<i>The NASA Personnel Security Processing Expert System</i> , D. Silberberg, R. Thomas, National Conference on Artificial Intelligence Proceedings (AAAI), pp.1527-1532; Aug. 4-8, 1996.	
		<i>On the Architecture and Implementation of Parallel Ordinal Machines</i> , A. Ben-David, G. Ben-David, IEEE Transactions on Systems, Man and Cybernetics, Vol. 25, No. 1, pp. 159-168, Jan. 1995.	
		<i>The Candidate Profile Record</i> , brochure, Richardson, Bellows, Henry & Co., Inc., Copyright 1982, 1983, 1989.	
		<i>The Supervisory Profile Record</i> , technical report, Richardson, Bellows, Henry & Co., Inc., not dated.	
		<i>The Manager Profile Record</i> , Richardson, Bellows, Henry & Co., Inc., not dated.	
		<i>The Candidate Profile Record</i> , Richardson, Bellows, Henry & Co., Inc., not dated.	
			RECEIVED
			SEP 7 2004
			GROUP 3600

EXAMINER SIGNATURE

DATE
CONSIDERED

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. ¹Applicant's unique citation designation number (optional). ²Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

If you need assistance in completing the form, call 1-800-PTO-9199 (1-800-786-9199) and select option 2.